



**United States of America**  
**National Labor Relations Board**  
**NOTICE OF ELECTION**



**PURPOSE OF ELECTION:** This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

**SECRET BALLOT:** The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

**ELIGIBILITY RULES:** Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also include employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are *not* eligible to vote.

**SPECIAL ASSISTANCE:** Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

**PROCESS OF VOTING:** Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

**CHALLENGE OF VOTERS:** If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

**AUTHORIZED OBSERVERS:** Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.



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**VOTING UNIT**

**EMPLOYEES ELIGIBLE TO VOTE:**

Those eligible to vote are: All full-time and regular part-time employees employed by the Employer at its Pomona, California facility in the following classifications: Admitting Coordinator; Admitting Reg Rep.; Anesthesia Tech; Cardiac Cath CVT Tech; Cardiac Cath CVT Tech, Lead; Cardiac Cath Rad Tech; Cardio Tech II; Case Management Support Staff; Case Mgmt Coord Lead; Cent Dispatch Worker; Clerical Associate; Clinical Associate; Cook; CT Tech Team Lead; CT Technologist; Customer Care Rep, F&S; Data Analyst; Data Entry/Lab Aide; Database Clerk; Delivery Truck Driver; Dep't Secr, Phy Ther; Dep't Secr, Rad-Admin; Dep't Secr, Resp Serv; Dep't Secr, Surgery; Dep't Secr, Sweet Suc; Diagnostic Team Leader; Dialysis Equip Tech; Dietetic Tech, Registered and Unregistered; Echo Tech; Echo Tech Trainee; EDT; Educator (Non RN); EVS Assoc I; EVS Assoc II; EVS Assoc II, NICU; EVS Assoc III; EVS Assoc, Lead; Fam Birth Assist; Food Serv Associate; Gen Serv Worker; GI Tech/Clin Assoc; Histotech; Histotech, Lead; Imaging Librarian, Rad; Imaging Support Rep, Radiology; Lab Asst/Phleb; LVN I and II; LVN I, OCC Health; Mammography Technologist; MRI Technologist; MRI Technologist, Team Lead; MRI & CT Aide; Med Lab Asst; Med Secr; Neurology Tech, Sr.; Nuclear Med Technologist; Nuclear Medicine Team Lead; Nursing Assistant; Occ Ther Assist; Ortho Tech; Ortho Tech, Surgery; PACS Administrator; Patient Care Associate; Patient Care Support Tech; Pharmacy Tech; Phlebotomy Coordinator; Phy Ther Aide I; Phy Ther Aide II; Phy Ther Aide III; Phy Ther Assist; Phy Ther Assist, Sr.; Radiology Technologist; Radiology Transport Aide; Receptionist; Resp Care Prac II, III and IV; Resp Care Prac III, NICU; Resp Care Prac IV, NICU; Spec Proc Technologist; Sterile Proc Tech; Sterile Proc Tech II; Stock Clerk, Distribution; Stock Clerk, Linen; Surg Tech; Surg Tech II; Tech Coord; Temis Clerk; Ultrasound Aide; Ultrasound Technologist; and Ultrasound Tech, Team Lead, during the payroll period ending January 9, 2016.

**OTHERS PERMITTED TO VOTE:** At this time, no decision has been made regarding whether the classifications listed below are included in, or excluded from, the bargaining unit. Individuals in these classifications may vote in the election but their ballots shall be challenged since their eligibility has not been resolved. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election:

Administrative Assistant, Case Management; Administrative Assistant, EVS; Administrative Assistant, FE & RC; Administrative Assistant, HIM; Administrative Assistant, Master Plann; Administrative Assistant, Neuro; Administrative Assistant, NICU; Administrative Assistant, Phy Ther; Administrative Assistant, Rad; Administrative Assistant, Resp Serv; App Specialist, Perioperative; App Specialist, Materials; Application Specialist; Assist II; Assistant; Assistant, Day Surg; Assistant, Emerg Dep't; Assistant, FNS; Assistant, Found; Assistant, LDRP; Assistant, Litho; Assistant, Medsurg 3; Assistant, Pathology Lab; Assistant, Purch; Assistant, Security; Assistant, Volunteers; Asst, Financial Project Office; Benefits Specist; Buyer; Charge Revenue Rep; Clinical Coding Specialist I; Clinical Coding Specialist II; Clinical Support Liaison; Coding Assistant; Coding Tech, Non-Cert; Comp Specist; Compensation Analyst; Coord; Coord, Card Serv; Coord, Ed; Coord, Financial Counselor; Coord, HIM; Coord, ICU; Coord, Mail/Mess; Coord, Nurse Staff; Coord, Phy Ther; Coord, Pre Services; Coord, Surgery; Coord, UM Reporting; Coord, Volunteers; Coord, Proj Financial, Master P; Cust Rel Liaison; Database & Prospect Rsrch Spec; Desktop Engineer; Doc Imaging Prep Rep; Doc Imaging Quality Rep; Doc Scanning & Indexing Rep; Empl Specist; EPM Specialist; EPM-Emris Sys Analyst; Exec Secr, Info Sys; Exec Secr, Resource Ctr; Exec Secr, Support Services; Healthcare Intell Architect; Helpdesk Technician; Hosp Desk & Prk Amb; Infrastructure Tech; Inter Billing Rep.; Lead, HIM Document Imaging; Lead, HIM Inpatient Coding; Litho Radiologic Tech; Med Rec Birth Clerk; Med Rec Clk, Sr.; Med Rec Tech; Medi-Cal Liaison; Network Engineer III; Nursing Serv Sys Analysis; Office Coord, LDRP; Payroll Specialist; PBX Operator/Recept; Project Coordinator; Senior Payroll Spec; Senior Security Administrator; Software Engineer III; Specialist, HIM Data Integrity; Specialist, Storeroom NICU; Speech Therapy Assist; System Coord, Lab; System Engineer I; System Engineer II; Systems Engineer III; Systems Analyst I; Systems Analyst II; Systems Analyst III; Telecommunications Tech; and WC Claims Specialist.

**EMPLOYEES NOT ELIGIBLE TO VOTE:**

Those not eligible to vote are: Bio Med Tech, registered nurses, physicians, professional employees, skilled maintenance employees, business office clerical employees, confidential employees, guards, and supervisors as defined by the Act.





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**DATES, TIMES AND PLACE OF ELECTION**

|   |  |   |
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| Thursday, January 21, 2016<br>AND<br>Friday, January 22, 2016 | 6:00 a.m. to 8:00 a.m.,<br>2:00 p.m. to 4:00 p.m., and<br>6:00 p.m. to 8:00 p.m. | Pitzer Auditorium<br>1798 North Garey Avenue,<br>Pomona, CA |
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**EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.**

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|   | <p><b>UNITED STATES OF AMERICA<br/>ESTADOS UNIDOS DE AMERICA</b><br/>National Labor Relations Board<br/>Junta Nacional De Relaciones Del Trabajo<br/><b>21-RC-166499</b><br/><b>OFFICIAL SECRET BALLOT<br/>PAPELETA SECRETA OFICIAL</b><br/>For certain employees of<br/>Para Ciertos Empleados De<br/><b>POMONA VALLEY HOSPITAL MEDICAL CENTER</b></p> |  |
| <p>Do you wish to be represented for purposes of collective bargaining by<br/>¿Desea usted estar representado para los fines de negociar colectivamente por</p> <p><b>SERVICE EMPLOYEES INTERNATIONAL UNION –<br/>UNITED HEALTHCARE WORKERS - WEST?</b></p>  |   |   |
| <p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE<br/>MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN</p>   |   |   |
| <p><b>YES<br/>SI</b></p> <input type="checkbox"/>  |   | <p><b>NO<br/>NO</b></p> <input type="checkbox"/>                                    |
| <p><b>DO NOT SIGN THIS BALLOT. Fold and drop in the ballot box.<br/>NO FIRME ESTA PAPELETA. Dóblela y deposítela en la urna electoral.</b><br/><b>If you spoil this ballot, return it to the Board Agent for a new one.<br/>Si usted daña esta papeleta devuélvala al Agente de la Junta y pídale una nueva.</b></p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p> <p>La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.</p> |   |   |



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**RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

**It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

**The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:**

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

**The National Labor Relations Board protects your right to a free choice.**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (213)894-5200 or visit the NLRB website [www.nlrb.gov](http://www.nlrb.gov) for assistance.